

Exhibit A

WELCOME TO NEW EMPLOYEE ORIENTATION!

Dial-in number: **1-888-844-7278** Access code: **213 2012**

**Please note, this line will accommodate up to 250 participants per session.

Review these tips to help everyone get the most out of our time today:

- Please place your phone on **mute**, **NOT on hold**, during this presentation.
- To avoid interruptions, close out your e-mail and any other applications you have open.
- Closing other applications will also help WebEx run faster on your computer.
- If you have a screen saver, be sure to move your mouse periodically so it doesn't time out.

Enterprise Talent Development

Your facilitator today!



Trish Ringler

Enterprise Talent Development



Kirstin Toso

Enterprise Talent Development



Nicole Tulier

Enterprise Talent Development

UNITEDHEALTH GROUP

Today's topics include:

- Overview of UnitedHealth Group
- Key Policies and Practices
- Tools and Resources



UnitedHealth Group's Mission



Our mission
**is to help people
live healthier lives.**
Our role is to help improve
the health care system
for everyone.

Our Mission is to help people live healthier lives.
**Our role is to help improve the health care system for
everyone.**

UnitedHealth Group's Mission



Our mission
**is to help people
live healthier lives.**
Our role is to help improve
the health care system
for everyone.

- Seek to enhance **Affordability, Quality and Accessibility** of the overall health system well-being of the people we serve and their communities and **Workforce development and training** to **what does wedoit?**
- Work with **Healthcare providers and consumers** to provide access to high quality health care so people get the care they need and health affordable prevention programs
- Personalize choice/patient relationship and support personal health information needs they need to make informed choices and decisions.
- Provide the Nation's premier network

UNITEDHEALTH GROUP

Our Mission

Our mission is to help people live healthier lives. Our role is to make health care work for everyone.

Our Values

Integrity Compassion Relationships Innovation Performance

Honor commitments. Never compromise ethics.

Walk in the shoes of people we serve and those with whom we work.

Build trust through collaboration.

Invent the future, learn from the past.

Demonstrate excellence in everything we do.

OUR UNITED CULTURE

The way forward

Our Businesses

OUR HEALTH BENEFITS BUSINESS: UNITEDHEALTHCARE



"Health in Numbers"

UnitedHealthcare[®]

Helping People Live Healthier Lives

UnitedHealthcare Community & State

UnitedHealthcare Employer & Individual

UnitedHealthcare Medicare & Retirement

UnitedHealthcare Military & Veterans

UnitedHealthcare International

- Serving 35 million Americans at every stage of life
- Innovation-driven growth
- Exceptionally well positioned to evolve and grow through health care reform

OUR HEALTH SERVICES BUSINESS: OPTUM



"Good for the System"

OPTUMTM

Making the Health Care System Work Better for Everyone

OptumInsight

OptumHealth

OptumRx

Pharmacy

A dedicated and independent business providing services to:
6,000 hospital facilities, 250,000 health care professionals,
60 million consumers

Our Businesses

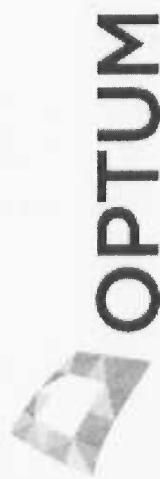
Who Am I?

UNITEDHEALTH GROUP[®]

Benefits Businesses



Services Businesses



UNITEDHEALTH GROUP

Our Commitment to Social Responsibility

Helping people live healthier lives by improving the access, quality and affordability of health care



Strategic support: communications, government affairs, IT and measurement

SR business practices: environment, ethics, governance, procurement and diversity & inclusion

Making a Difference in Our Communities

Involve The Volunteer Program

- Over 350,000 hours of service logged in 2011

- Involve, The Volunteer Program intranet site: tools, resources & important links

- Dollars for Doers \$200 grant for 30 volunteer hours; plus, \$100 Quarterly Incentive Drawing

- VolunteerMatch to find volunteer opportunities

- Time Away From Work with Manager approval for teambuilding

- Volunteer councils/committees across the U.S.

- Seasons of Service brings volunteers together in support common causes

The Giving Campaign

- Fall Campaign: Pledge your dollars in September/October

- Open Campaign: Donate to the charity of your choice

- Dollar-for-Dollar company match to nine giving partners (over 7,100 organizations)

- Ways to Give: One-time donation or recurring payroll pledge

- 2011 record setting campaign! Over \$15 million dollars pledged for 2012 disbursement

- New employees can participate immediately through new hire tools and resources

Strategic Philanthropy

- United Health Foundation: Over \$187 million donated to date

- Health Centers of Excellence

- Advancing Clinical Excellence
- Diverse Scholars Initiative
- America's Health Rankings®

- UnitedHealthcare Children's Foundation: grants to children with health insurance who have unmet medical needs

- United Minnesota: 10-year, \$100 million commitment to giving back

- National Partnerships:
- American Heart Association
 - Make-A-Wish
 - YMCA

Frontier – UnitedHealth Group's Intranet

UNITEDHEALTH GROUP <https://frontier.uhc.com>

Businesses Corporate Departments Our Company Resources Frontier Home

Corporate Optum UnitedHealthcare International Most Popular

UP STORIES • SEPTEMBER 18, 2013

3 X 3 Innovation Video: Adriana O'Meara hi HealthInnovations

DOW JONES

UnitedHealth Group Named to Dow Jones Sustainability North America and World Indices for 15th Consecutive Year

empower Kansas

Support for the Newtown Community

Company Tops Dow Jones Sustainability Index

VIDEO Health Coverage: Consider Dental Care Needs

How to Resolve Common Ergonomic Issues

Healthy Meeting Dynamics

VIDEO A Day in the Life with the Insurance Solutions Team

Project NOT ME Wins Regional Emmy Award

Well Challenge Registration Extended

2014 Benefits Open Enrollment

ITEMS ARCHIVE

MY FRONTIER

FRONTIER

PEOPLE Advanced INTRANET Advanced GOOGLE Search

MODIFY

IMPORTANT LINKS

SCROLLING

PAUSE

Welcome Nicole Tuller | Corporate | UNH S74.48-026

Compliance & Ethics HelpCenter

Concur

Critical Incident Resources

Data Release Governance

Delegation of Authority

eGRC Policy Center

Help Desk | United Support Center

Facilities Services

HRDirect & Global Self Service

LearnSource (ULearn)

Report Health Care Fraud

Report My Time / HR

Help

Customize

© 2012 UnitedHealth Group. Any use, copying or distribution without written permission from UnitedHealth Group is prohibited.

UNITEDHEALTH GROUP

HR Information Sources & Systems

United HRdirect is UnitedHealth Group's one-stop Human Resources Service Delivery system.

The image displays two web pages side-by-side. On the left is the 'UNITEDHEALTH GROUP' intranet site for 'HRdirect'. It features a top navigation bar with links like 'Welcome Teller Nicole J.', 'Frontier', 'UnitedHealthGroup.com', 'Search', 'Site Actions', and 'Change Country'. Below this is a main menu with 'Home', 'Manager Center', 'Career', 'LearnSource', 'Financial Fitness', 'Health & Wellness', 'Time & Pay', 'Policies & Practices', 'Life & Personal Info', and 'Global Self Service'. A large central banner reads 'Welcome to NEW HRdirect' and 'NEW HRdirect'. At the bottom, it says 'Introducing the New, Upgraded HRdirect Portal' and 'Learn more about the enhanced HRdirect portal'. On the right is the 'NEW HRdirect' internet site, which has a similar header and navigation but a different layout and design. It also features a large 'Welcome to NEW HRdirect' banner.

At work, access the intranet from Frontier or by going to:

<https://unitedhrdirect.uhc.com>

At home, visit the Internet site at

<https://www.unitedhrdirect.net>

Employee Actions

- Career Opportunities (External)
- Development Plan
- New Your GC
- My Profession
- My Time And
- Personal Info
- Report My Time
- New Patched

Manager Actions

- Create Requisition
- Manage Delegation
- MAP WorkCenter

Spotlight

- Fortune Ranks UnitedHealth Group 'Most Admired'
- Single Sign-On has been implemented?
- Fortune Names UnitedHealth Group Among Top Companies for

Self Service

New Employee Forms

HR Information Sources & Systems

Your Manager



Information on your
specific job and
workplace

- Career & Development
- Health & Wellness
- Financial Fitness
- Time & Pay
- Policies & Practices
- Life & Personal Info

(1-800-561-0861)
HRdirect
representatives are
available to answer your
questions from
7 am to 7 pm Central
time, Monday-Friday

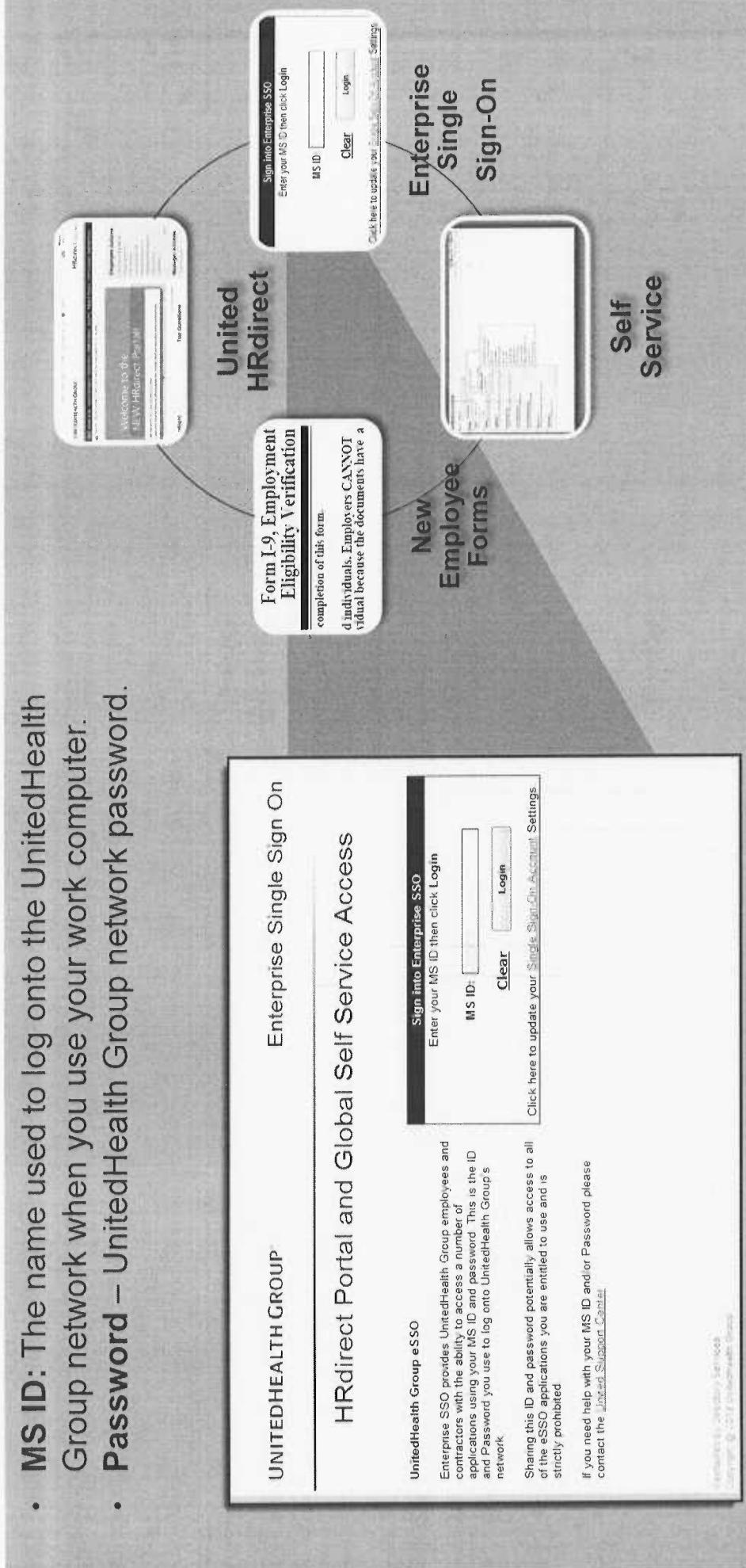
HRdirect Call Center



The screenshot shows the HRdirect portal interface. At the top, there's a navigation bar with links for Home, Log In, and Contact Us. Below that is a search bar and a "HRdirect" logo. The main content area has several sections: "Employee Actions" (with links for Benefits, Payroll, and Training), "Manager Actions" (with links for Benefits, Payroll, and Training), "Top Questions" (with a link to Frequently Asked Questions), and a "Spotlight" section featuring a photo of a smiling person and the text "Welcome to the NEW HRdirect Portal!". The bottom of the page has a footer with links for Home, Log In, Contact Us, and Help.

Enterprise Single Sign-On (eSSO)

- MS ID:** The name used to log onto the UnitedHealth Group network when you use your work computer.
- Password – UnitedHealth Group network password.**



Self Service

The collage consists of several overlapping and interconnected screenshots:

- FRONTIER**: A screenshot of the UnitedHealth Group intranet homepage featuring links for Corporate Departments, Businesses, Optum, UnitedHealthcare, International, and Most Popular stories.
- HRDirect**: A screenshot of the HRDirect website showing a search bar and navigation links for Employment Forms, Benefits, Payroll, and HR Information.
- Dow JONES**: A screenshot of the Dow Jones website with a large logo and a headline about Dow Jones' innovation video.
- UnitedHealthcare**: A screenshot of the UnitedHealthcare website with a search bar and navigation links for Health Insurance, Health Services, and Health Information.
- New Employee Forms**: A screenshot of a page titled "New Employee Forms" with a large "Sign-On" button.
- Self**: A screenshot of a page titled "Self" with a "Customize" button.
- Sign-On**: A screenshot of a "Sign-On" page with fields for "MS ID" and "Password". It includes links for "Forgot your MS ID?", "Forgot your password?", and "Forgot your security question?".
- Enterprise Single Sign-On**: A screenshot of the "Enterprise Single Sign-On" page with a "Sign into Enterprise SSO" link and a "Enter your MS ID then click Login" button.
- Form I-9, Employment Eligibility Verification**: A screenshot of the "Form I-9, Employment Eligibility Verification" page with a "MODIFY" button and a note: "Individuals Employers CANNOT viral because the documents have a completion of this form."
- UnitedHealth Group Named to Dow Jones Sustainability North America and World Indices for 15th Consecutive Year**: A screenshot of a news article with a large arrow pointing upwards.
- Support for the Houston Community**: A screenshot of a news article about support for the Houston community.
- VIDEO: How to Register Your Company's Economic Impact**: A screenshot of a video thumbnail.
- Project NOT ME: U.S. Response to Anti-Obamacare Efforts**: A screenshot of a news article.
- Well Challenge Registration Extended**: A screenshot of a news article.
- 2014 Benefits Open Enrollment**: A screenshot of a news article.
- NEWS ARCHIVE**: A screenshot of the "NEWS ARCHIVE" section.

UNITEDHEALTH GROUP

GLOBAL SELF SERVICE- direct link through homepage of Frontier

The screenshot shows the Global Self Service homepage with the following layout:

- Top Navigation:** GLOBAL SELF SERVICE, Home, HR Direct, Add to Favorites, Sign Out.
- Left Sidebar:** UNITEDHEALTH GROUP, Favorites, Main Menu.
- Employee Quick Links:** (with icons and descriptions)
 - Career Opportunities Referral: Search & apply for internal positions
 - My Development Plan: Create and maintain your individual development goals
 - My MAP Goals: Review your organizational goals and create your individual performance goals
 - My Professional Profile: Update your profile of skills, competencies, licenses and accomplishments
 - My Time Away From Work: View my time away from work balance information
 - Personal Information Summary: Review a summary of your personal information
 - Report My Time: Report your time and task details for a day, week, or time period
 - View Paycheck: Review current and prior paychecks
- Large Arrow:** A large black arrow points downwards from the top of the page towards the bottom right area of the screenshot.

GLOBAL SELF SERVICE- path to completing Employee Forms

Path: from Frontier home page>click Global Self Service from Important Links column on right>sign in through Common Logon>click Personal Information Summary >click Personal Information > click Employee Forms



GLOBAL SELF SERVICE- path to completing Employee Forms

Path: from Frontier home page>click Global Self Service from Important Links column on right>sign in through Common Logon>click Personal Information >click Employee Forms

The screenshot shows the Global Self Service interface. At the top, there is a navigation bar with links for Home, HRdirect, Add to Favorites, Sign out, Personalize Page (with a checked checkbox), and a URL field containing "http://". Below the navigation bar is a "Personal Information Summary" section with links for Personal Information, Home and Mailing Address, Phone Numbers, Email Addresses, and Emergency Contacts.

A large arrow points from the "Personal Information" link down to the "Emergency Contacts" section. This section contains a table with columns for Contact Name, Relationship to E, and various information types like Name Change, Ethnic Groups, Gender Information, LGBT Information, Veterans Information, Disability Information, Validate and Approve I-9 Forms, Employee Forms, and My Employee Information. A "Save" button is located at the bottom of this section.

Another large arrow points from the "Employee Forms" link in the "Emergency Contacts" table down to the "Employee Forms" section. This section contains a table with rows for Linda Toso (Contact Name, Parent, Friend) and Theresa Morello (Contact Name, Friend). It also includes an "Add Employee" button and a "Return to Personal Information" link.

At the very bottom of the page, there is a "UNITEDHEALTH GROUP" footer.

GLOBAL SELF SERVICE- path to completing Employee Forms

Path: from Frontier home page>click Global Self Service from Important Links column on right>sign in through Common Logon>click Personal Information >click Employee Forms

UNITEDHEALTH GROUP

Favorite: Main Menu > Self Service > Personal Information > Employee Forms

Employee Forms

Like all employers, UnitedHealth Group requires all employees to follow company policies and practices. The forms listed below describe several important policies that every UnitedHealth Group employee must read and follow.

To ensure you have read and agree to each of these policies, please click on each button, read each form and follow the instructions to provide us with your electronic signature.

UnitedHealth Group considers your electronic signature as your agreement to each of the policies outlined. Your continued employment is dependent upon our receipt of your electronic signature.

If you have questions about any of the forms below, please call HRdirect at 1-800-561-0861. HRdirect representatives are available to help you Monday through Friday, 7:00 a.m. to 7:00 p.m., Central time.

Orientaⁿtion Acknowledgement

New Employee Orientation Training Acknowledgement

Compliance and Ethics

The Code of Conduct and Employee Handbook Acknowledgement Form

Arbitration Acknowledgement

UnitedHealth Group Employment Arbitration Policy Acknowledgement Form

Forms and Dates Received

View receipt of all requested new employee forms

New Employee Forms

I-9 Form

UnitedHealth Group Employment Arbitration
Policy Acknowledgement Form

UnitedHealth Group Principles of Ethics and Integrity
and Employee Handbook Acknowledgement Form

W4 Tax Withholding Form

Direct Deposit Form

New Employee Orientation Training
Acknowledgement Form

Employee Benefits Transaction
Authorization Form

Must complete within 3 days

Acknowledge completion

Acknowledge completion

Suggest completion within 3 days

Suggest completion within 3 days

Suggest completion immediately
after this session

Beneficiary Designation Form

Key Policies and Practices

Our goal is to provide guidelines so you can:

- Succeed in your job
- Achieve our goals through collaboration
- Maintain a high standard of business ethics

UNITEDHEALTH GROUP

Home Manager Center Career & Development Financial Fitness Health & Wellness Time & Pay Policies & Practice

HRDirect > Home > Policies & Practices > Handling Workplace Issues > Sexual and Other Harassment

Sexual and Other Harassment

Home Manager Contact Support Business Center About Us/Privacy Policy

Non-Discrimination Policy

Home Manager Contact Support Business Center About Us/Privacy Policy

Internal Dispute Resolution and Arbitration

Home Manager Contact Support Business Center About Us/Privacy Policy

Non-Retaliation Policy

You are responsible for becoming familiar with and following these policies.

UNITEDHEALTH GROUP

Valuing Diversity: Zero Tolerance for Harassment

- We have a zero tolerance policy for harassment based on:

- ✓ Age
- ✓ Race
- ✓ Gender
- ✓ Color
- ✓ Religion
- ✓ National origin
- ✓ Disability
- ✓ Marital status
- ✓ Covered veteran status
- ✓ Sexual orientation
- ✓ Status with respect to public assistance

If you are feeling harassed or witness harassment, contact your supervisor and/or HRdirect at 1-800-561-0861

There is a no retaliation policy regarding anyone involved in or cooperating with any investigation.

Internal Dispute Resolution Process (IDR)

As workplace concerns occur, we:

- believe they are best resolved through open and candid discussions with your supervisor / manager
- encourage you to discuss concerns as soon as possible.

Internal Dispute Resolution

- Formal three-step process where you work with progressive management levels to resolve a concern or issue
- Focus is on prompt, fair and private resolution
- You can use the IDR process without fear of reprisal and will not be subject to any retaliatory actions
- There is more information regarding the IDR process in the United HRdirect

Arbitration Policy

- Formal process to resolve legal issues that cannot be resolved through the IDR process
- For more information and specific Employee Arbitration Policy information, please visit the HRdirect Knowledge Base

Information Risk Management

- The goal of Information Risk Management is to protect the availability, integrity and confidentiality of UnitedHealthcare information assets.
- Some Proper Information Security measures:
 - Never share User IDs and Passwords
 - If your password is lost or stolen call the UnitedHealthcare Corporate Security Desk at (1-888-UH-T-DESK)
 - If you work with a laptop, us appropriate security measures (e.g. lock of your car)
 - If you travel, leave your laptop unattended in a public place.

For more information regarding Information Risk Management visit the UnitedHealthcare website via frontier at click on Corporate Services.

Our Tobacco-Free Workplace



- Use of any tobacco and smokeless tobacco products is prohibited on UnitedHealth Group premises
- Includes parking lots, private vehicles, leased or shared space
- Applies to employees, contractors, vendors and visitors

Visit <https://www.unitedhrdirect.com/hrdirect/tfwp/> for details.

Enterprise Insurance Services, Health and Safety

UNITEDHEALTH GROUP

Businesses	Corporate Departments	Our Company	Resources	Frontier Home

Frontier > UnitedHealth Group > Enterprise Insurance Services, Health & Safety

EISH&S | Insurance Services | Health & Safety | Workers Compensation | Global Travel Assistance Program | Welcome to Enterprise Insurance Services, Health & Safety (EISH&S)



Share

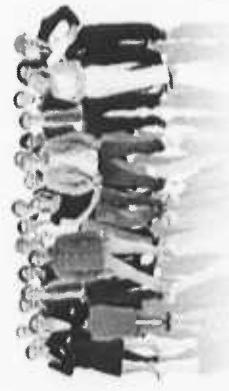
FRONTIER

GOOGLE	SEARCH
INTRANET Advanced	First Name
Last Name	Welcome Mary Harper Corporate UNH \$72.21 - 0.58

EISH&S | Insurance Services | Health & Safety | Workers Compensation | Global Travel Assistance Program | Welcome to Enterprise Insurance Services, Health & Safety (EISH&S)



Share



Insurance Services

Consolidated risk financing and purchasing of insurance to protect the assets of, and satisfy statutory and customer requirements for, UnitedHealth Group across the enterprise.

Contact Us

Health & Safety

Promote and support a safe and healthy work environment by providing leadership, policy/program development, training, research, information, and consultation services in the field of occupational and environmental health & safety across the enterprise

Contact Us

Workers' Compensation

Returning employees to their jobs after an occupational illness or injury

Contact Us

UNITEDHEALTH GROUP

Paid Time Off (PTO)

The screenshot shows the UnitedHealth Group HRdirect intranet homepage. At the top, there is a navigation bar with links for Home, Manager Center, Career, LearnSource, Financial Fitness, Health & Wellness, Time & Pay, Policies & Practices, Life & Personal Info, and Global Self Service. Below the navigation bar, there is a breadcrumb trail: HRdirect > Home > Policies & Practices > Time & Attendance > Paid Time Off (PTO). The main content area features a large heading "Paid Time Off (PTO)" and a sub-section titled "Spotlight". A small note on the right side states: "UnitedHealth Group believes that employees are responsible for managing their time off. The company also recognizes that at".

- PTO replaces traditional vacation, sick and floating holiday programs with a single bank of time away from work.
- PTO begins to accumulate from your first pay period of employment.
- Your current PTO balance is shown on each pay statement, or you can go to Employee Self Service > Time and Attendance > My Time Away From Work
- You can borrow up to one week of your standard hours before the PTO has been granted
- Annually, you can carry over unused PTO up to a maximum of 40 hours.
- Company holidays, jury duty, funeral leave and military leave are not included in PTO.

More about PTO and Pay

PTO Schedule-example only (for employees working 40 hours a week):

Less than 5 Years

5-9 Years

10 or more years

Grades 20-24, SBA

18 Days	23 Days	28 Days
23 Days	28 Days	28 Days
28 Days	28 Days	28 Days

Grades 25-32, SBI, SBL, SSL, M1-4 Executive Level

PTO Accrual

- Begins at your first pay period.
- Will vary based on your SALARY GRADE LEVEL and YEARS with the company.
- To view balance, go to “View My Paycheck” in HRDirect.

More about PTO eligibility

Temporary Employee

- Casual Temporary
 - Per Diem
 - Student Intern
 - Paid by UHG

Eligible for ...

- UHG 401K

Not eligible for...

- UHG Benefits
- Benefit Programs
- Policies or Arrangements
- Paid Time Off

Payroll Calendar at a glance...

2014 U.S. PAYROLL CALENDAR

UNITEDHEALTH GROUP

JANUARY

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1
19	20	21	22	23	24	25	26	27	28	29	30	31								
26	27	28	29	30	31															

Dec 15 - Dec 28 paid Jan 3
Dec 29 - Jan 11 paid Jan 17
Jan 12 - Jan 25 paid Jan 31

Jan 26 - Feb 8 paid Feb 14
Feb 9 - Feb 22 paid Feb 28

30

31

Feb 23 - Mar 8 paid Mar 14
Mar 9 - Mar 22 paid Mar 28

FEBRUARY

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1
19	20	21	22	23	24	25	26	27	28	29	30	31								
26	27	28	29	30	31															

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1
19	20	21	22	23	24	25	26	27	28	29	30	31								
26	27	28	29	30	31															

MARCH

2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
19	20	21	22	23	24	25	26	27	28	29	30	31								
26	27	28	29	30	31															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21

Pay Period Schedule:

- Every other Friday pay – paid period ending the previous Saturday.
- Each pay period is listed with each pay date.
- Complete your direct deposit information and your W-4.

UNITEDHEALTH GROUP

LearnSource

LearnSource will help you:

- Focus your development goals to help the business achieve its goals.
- This continuous process relies on individual accountability

The screenshot shows the homepage of the UnitedHealth Group LearnSource site. At the top, there's a navigation bar with links for 'Home', 'Manager Center', 'Career', 'LearnSource', 'Financial Fitness', 'Health & Wellness', 'Time & Pay', 'Policies & Practices', 'Life & Personal Info', and 'Global Staff Service'. Below the navigation is a search bar and a 'Site Actions' dropdown menu. The main content area features a large photo of a smiling man. To the left of the photo is a section titled 'LearnSource - Learning Resources' with a bulleted list of 'Key Actions'. To the right of the photo is a section titled 'Spotlight' with another bulleted list of resources. A sidebar on the left contains links for 'HRdirect', 'Home', and 'LearnSource'.

UNITEDHEALTH GROUP

Your Development

You are invited to continue to grow
and strengthen your skills . . . sustaining a performance-driven culture.



Mentoring

HRdirect United States

UnitedHealth Group®

Welcome Turner (Logout) | Figure | UnitedHealthGroup.com | Search

Stretch!

We believe that continuing to grow and strengthen your skills is critical to executing on the fundamentals of our business culture, creating an engaging workplace, and sustaining a performance-driven culture. At UnitedHealth Group, our development planning process, Stretch, encourages you to invest in building your capabilities to strengthen your skills, and to acquire new ones that enable you to be ready for opportunities in the future. Your development as an employee is essential - and this whole process begins with you.

Steps to Follow ...

- STEP Clarify Career Interests and Development Goals
- STEP Identify Business Goals and Needs
- STEP Align and Prioritize Development Goals and Activities
- STEP Complete Development Activities and Debrief with Your Manager
- STEP Clarify Career Interests and Development Goals

Development planning begins with you. Before you start planning your goals with your manager, take some time to consider the following topics when reviewing your skills and interests:

1. Right to Request Time Off for Training

2. Learning Resources

3. Continuing Professional Development Options

MentorSource, our online mentoring platform for all employees, will enable you to create intentional learning networks.

- Create a Successful Mentoring Experience
- Get Started Resources
- Overview of MentorSource
- Mentoring at UHG, with Jeannine Rivet

Key Actions

- Access My Development Plan
- Set personal Development Goals
- Link activities to those goals and track development progress
- Take the 10-Minute Tip: Development Planning

Spotlight

- My Development Plan User Guide
- LearnSource - Learning Resources

For Your Country Only

Learn More. Benefit More.

Before we move into our BENEFITS portion of our session, I'd like to pause for any questions....

This summary provides general information about UnitedHealth Group benefits. Statements made herein are general summaries. UnitedHealth Group reserves the right to amend, modify or terminate the benefits discussed herein at any time. If there are any differences between the official plan document for any benefit plan and this summary, the official plan documents will govern.